

Figure A-1

1. Observer/Controllers (Priority I). PERSCOM Armor Branch selects Armor NCOs for Observer/Controller duty from the pool of exceptionally branch qualified Sergeants First Class based on their NCOERs. These Observer/Controllers are critical to improving and sustaining the Army's professional warfighting capability. NCOs selected to serve as O/Cs plan, develop, and oversee rotational unit training exercises at the CTCs. This challenging mission requires that O/Cs accompany rotational units throughout all phases of force-on-force and live fire training to: observe and assess individual and collective performance, teach and coach their unit counterparts, and provide performance feedback through the After Action Review (AAR) process. They are responsible for creating and maintaining a training environment as realistic as possible and for ensuring doctrinally correct battlefield replication.

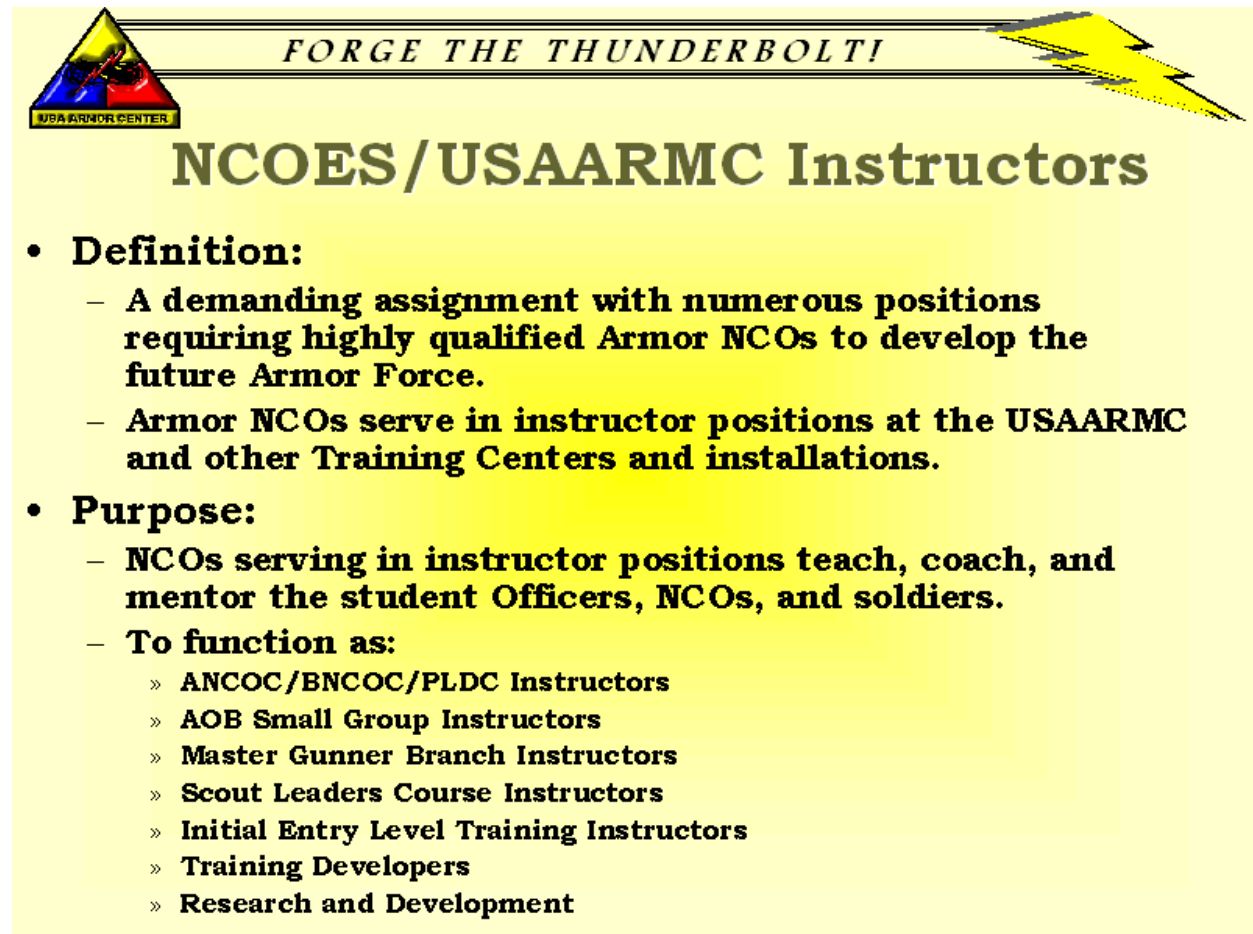


Figure A-2

2. NCOES/USAARMC Instructors. The Army requires Armor NCOs to serve as instructors at NCO Academies, the United States Army Armor Center (USAARMC), and numerous other positions at Fort Knox and other Army Training Centers and installations. Instructor duty is an important assignment that demands exceptional skill, technical knowledge, and requires dedicated and motivated NCOs. Many NCO Academies and schools select their instructors from the installation's qualified NCOs. The Armor Center selects its Armor Officer Basic Course Instructors from branch qualified platoon sergeants. Many AOBC instructors are Project Warrior NCOs and are among the best of our Sergeants First Class. Instructors serve as counselors and mentors to the student officers, NCOs, and soldiers they are developing. A successful instructor has proven himself a skillful leader, trainer, and communicator.

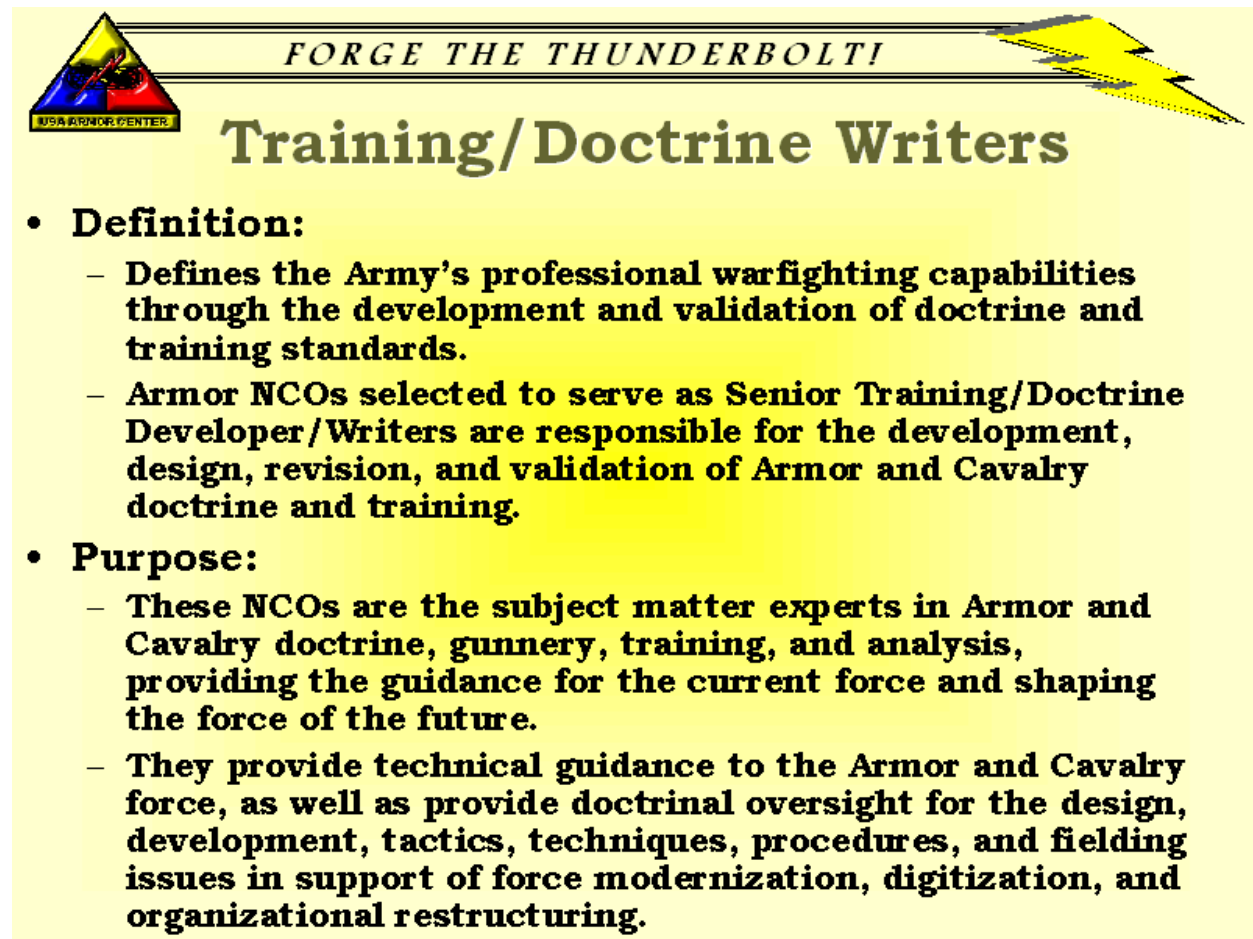


Figure A-3

3. Senior Training/Doctrine Developer/Writer. PERSCOM Armor Branch selects exceptional, branch qualified, senior Sergeants First Class based on their records and NCOERs. The Armor Center and the Director, Directorate of Training, Doctrine and Combat Development, must then accept this candidate before his assignment as a senior Training/Doctrine Developer/Writer. This position requires NCOs that have extensive knowledge of operations, training, and gunnery. Their responsibilities include overseeing the development, design, revision, and validation of Armor and Cavalry training and doctrine. These subject matter experts provide technical and tactical guidance throughout the force. As the authority on Armor and Cavalry doctrine and training, they play a critical role in force modernization, digitization, and organizational restructuring. Senior Training/Doctrine Developer/Writers work closely with other branches of service and allied countries to ensure standardization of doctrine.

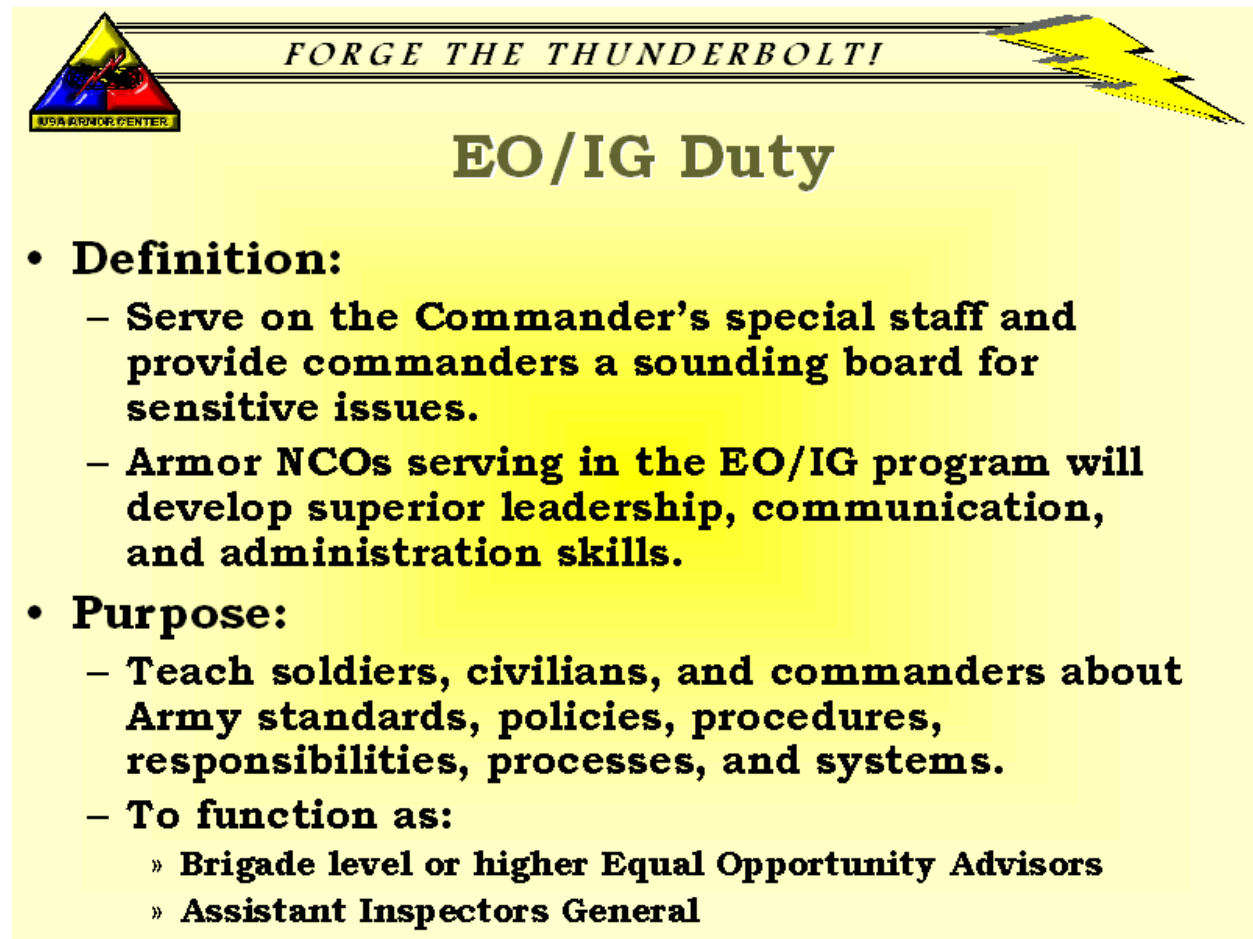


Figure A-4

4. A single tour for most Equal Opportunity Advisors and Inspector General Advisors is two years (or the normal geographical tour length), with full-time duties on brigade or higher-level staffs. EO/IG duty is a demanding and sensitive assignment that requires exceptional skill and technical knowledge. The successful performance of EO or IG duty reflects superior leadership, communications, and administrative skills.

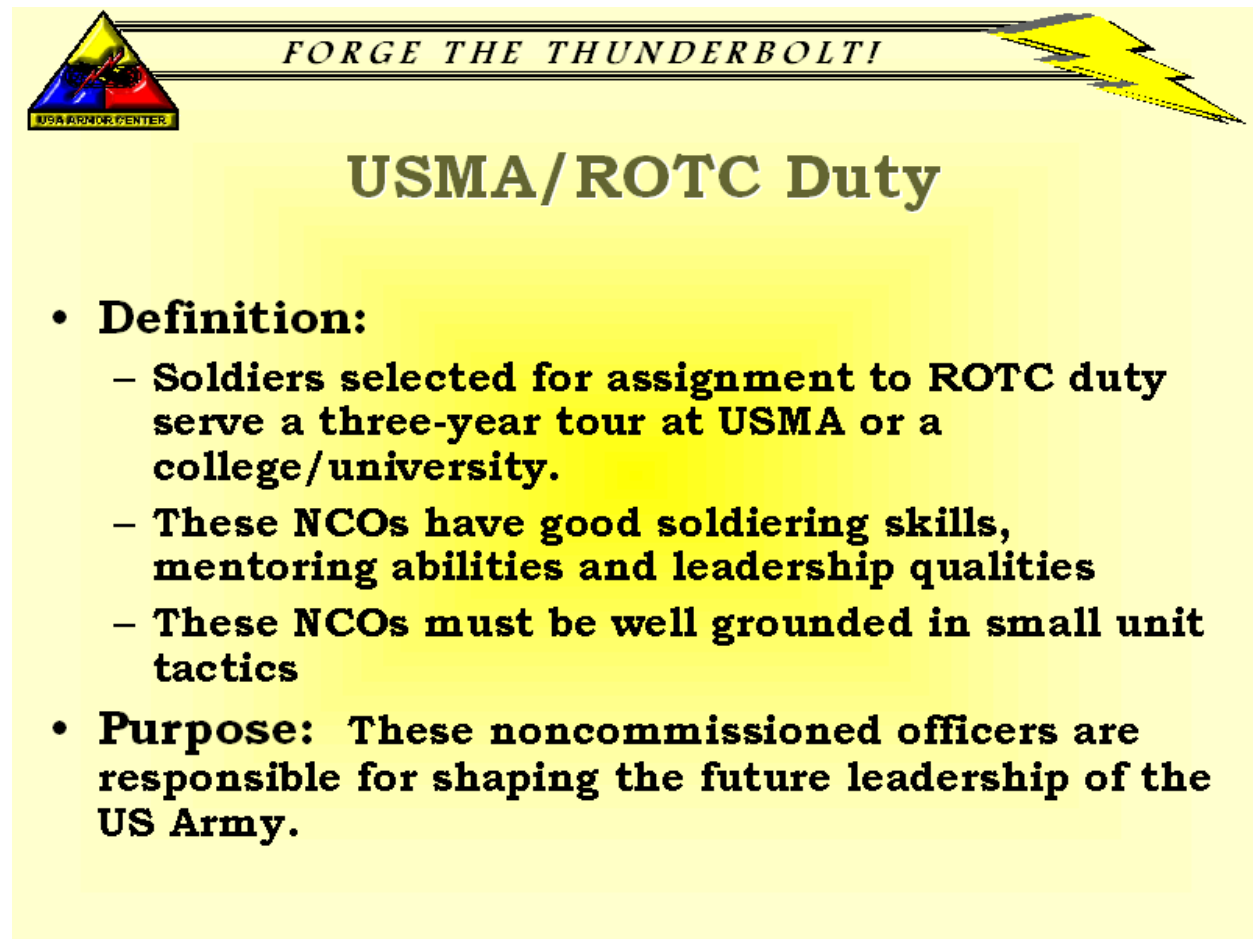


Figure A-5

5. USMA/ROTC Duty (Priority I). PERSCOM Armor Branch selects branch qualified Platoon Sergeants for USMA/ROTC Duty. This is a three-year assignment at the United States Military Academy or a college/university. These noncommissioned officers are responsible for shaping the future leadership of the Army. Instructors serve as counselors and mentors to the cadets they are developing. The USMA/ROTC instructor is the primary trainer for performance-oriented training and in many cases is the Military Science classroom instructor or assistant instructor. A successful instructor has proven himself a skillful leader, trainer, and communicator.

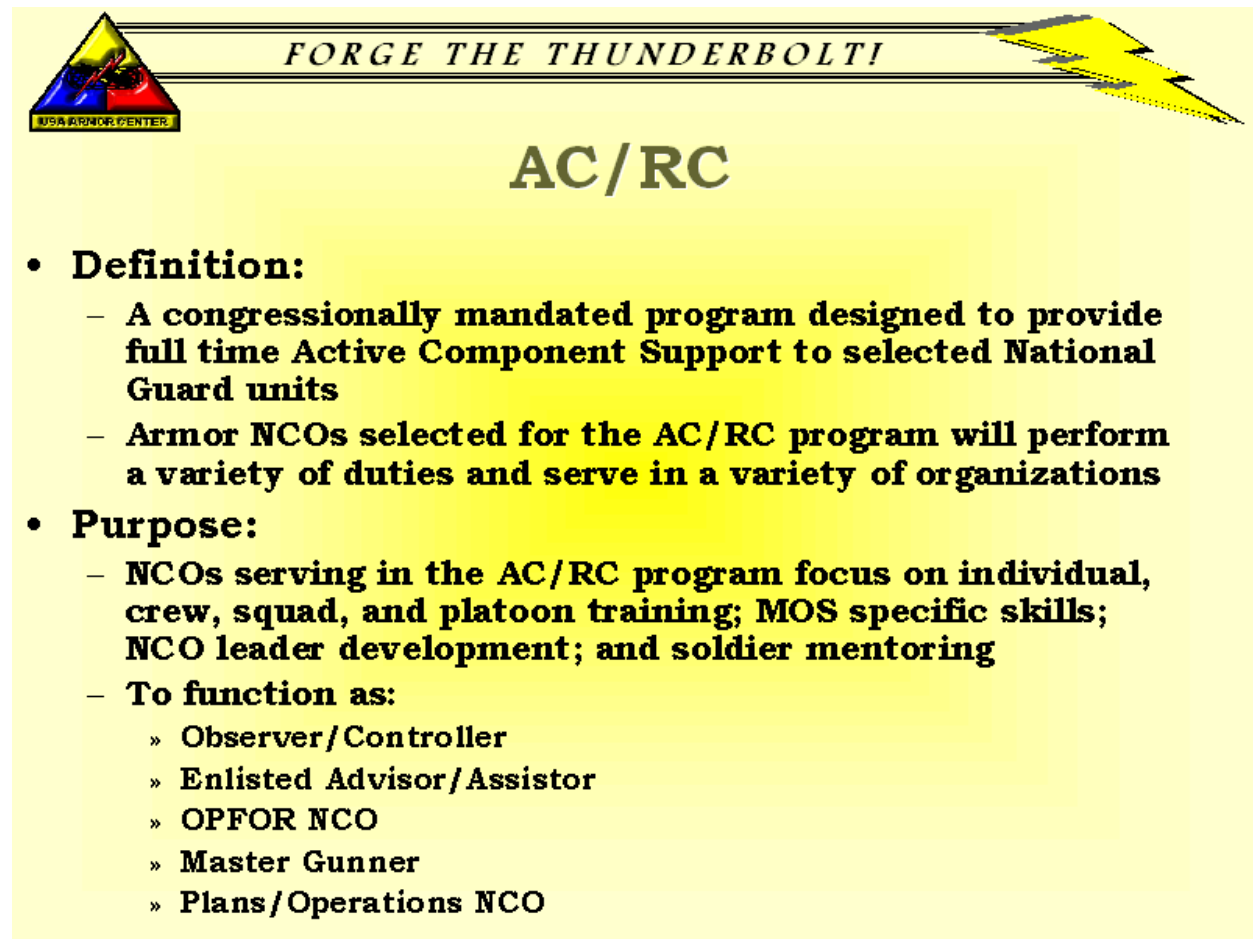


Figure A-6

6. Active Component Support to the Reserve Component (AC/RC) (Priority I). Congress has mandated assigning 5000 officers and noncommissioned officers to positions that will enhance the combat readiness of selected National Guard units. PERSCOM selects branch qualified NCOs for a variety of key leadership and operations positions working with selected National Guard Armor and Cavalry units. The Sergeant First Class in an AC/RC Training Support Brigade may serve as an Operations NCO performing the traditional duties of planning support to Enhanced Brigade lane training for both active duty training on weekends or annual training. He may serve as a battalion or squadron NCOIC/senior enlisted person for the unit. As such, he has primary responsibility for qualification gunnery planning and execution. The highly motivated soldiers in the Training Support Battalion focus on planning, organizing, and evaluating platoon/company lane training. They will also serve as the tank/scout crew evaluators for qualification gunnery conducted by the respective enhanced National Guard battalion or squadron.

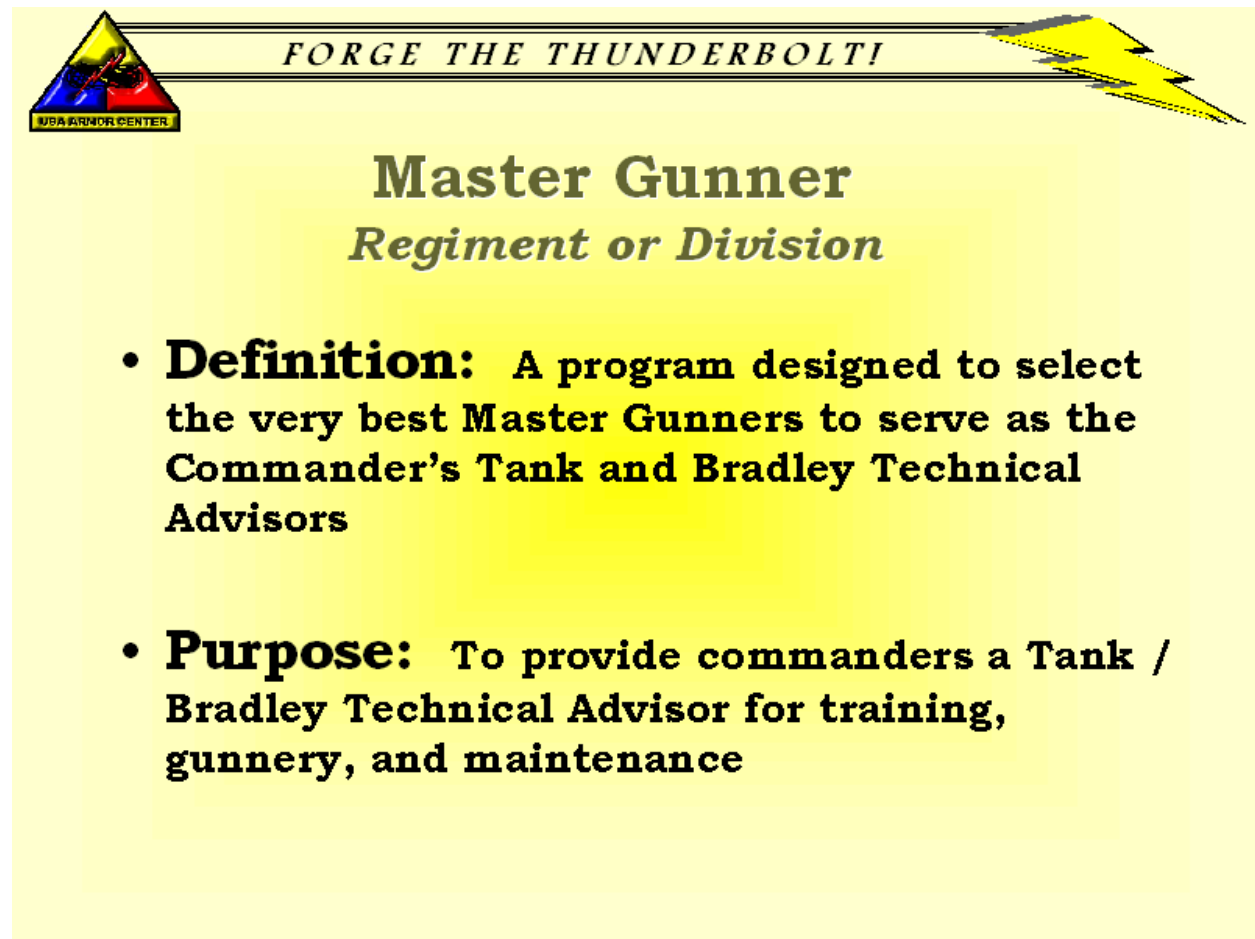



Figure A-7

7. Master Gunners. Armor and Cavalry operational units select from among their best NCOs for training as Master Gunners. PERSCOM assigns those Master Gunners, who have excelled at unit level based on their NCOERs, to brigade, regimental and higher-level staffs. Armor branch maintains these NCOs in the Master Gunner Program to enhance unit readiness. Master Gunners at all levels are essential to a successful gunnery program. They are the unit's gunnery experts. Paragraph 13c describes the Master Gunner program in more detail.



FORGE THE THUNDERBOLT!

Other Professionally Developing Assignments

Hand picked through special nominative selection

- **MOS 19D/19K Career Advisor and Manager**
- **Technical Assistance to Field Troops (TAFT) Instructor**
- **TRADOC G-3 Operations Sergeant**
- **AMC Night Vision Lab NCO**
- **Fort Eustis Training Support Division NCO**
- **Exchange Instructor to British Weapons Academy**
- **STRAC – Ammunition and Range Specialist**
- **DTRA – Weapons Treaty Inspection Team NCO**

Figure A-8

8. These positions all have unique requirements that require special skills and exceptional aptitude. NCOs filling these billets are hand selected from the entire Armor Force by PERSCOM and/or the unit. The list above is not rank-ordered. The best available Armor NCOs fill each position.

NOTE: PERSCOM Armor Branch does not select any Sergeant First Class for Drill Sergeant or Recruiter duty. However, DA has promoted several Armor NCOs to Sergeant First Class while serving as a Drill Sergeant or Recruiter. These Armor NCOs, once they have met their special selection criteria or have completed their tour, should immediately return to a key leadership position.